

A Moment Of Hope

This analysis benchmarks the total compensation of **Mark Baumgartner, Executive Director / CEO** (\$110,708) against **every comparable organization** that fit the selection criteria — **260** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

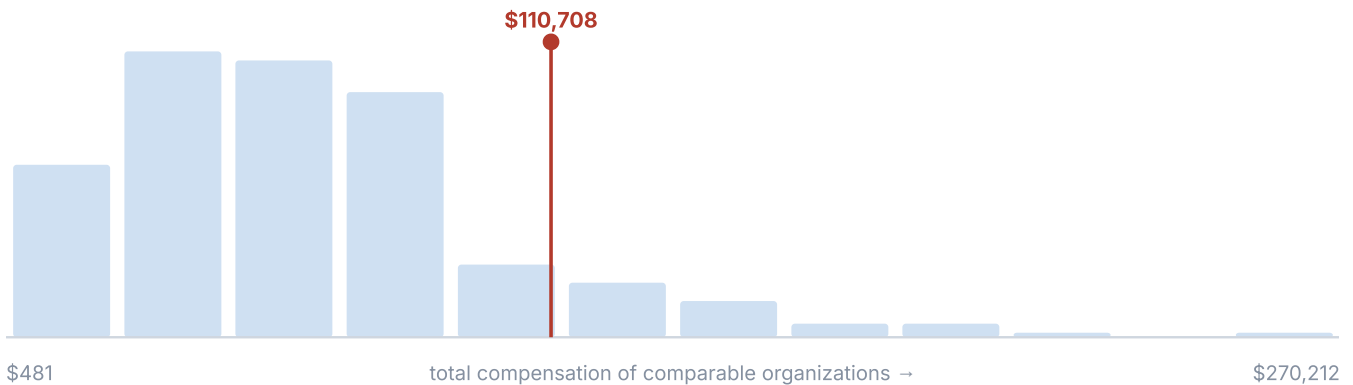
Benchmarked executive: Mark Baumgartner — reported title “Executive director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$277,587 and \$621,465 — 0.67x to 1.50x the subject's \$414,310 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

260 organizations qualified on sector, size, and geography → **260** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,665	\$32,499	\$58,317	\$79,343	\$116,178	\$110,708
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to SC cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Manhood Journey Inc	KY	\$413,569	Executive Di	\$125,000	\$125,036	2024
Prograce International	IL	\$415,469	Chief Executive Officer	\$136,475	\$124,920	2024
Men Of Courage Louisiana	LA	\$412,611	Director	\$51,900	\$53,208	2024
Living Hope Ministries	TX	\$412,506	President/tr	\$77,561	\$72,236	2024
Jaquith Ministries International	OR	\$412,124	President	\$60,000	\$51,878	2024
Sonrise International Inc	OK	\$416,511	President	\$36,000	\$37,998	2023
Joel Gregory Ministries	TX	\$418,156	President/di	\$91,371	\$85,098	2024
Sharing Sacred Spaces Inc	CT	\$410,438	Executive Director	\$107,708	\$94,025	2024
Vantage Point 3 Ministries	SD	\$409,784	President	\$83,831	\$86,140	2024
Putnam Radio Ministries Inc	FL	\$419,769	General Manager	\$73,083	\$63,922	2024
Dallas Willard Ministries	CA	\$421,340	Dirctr Of School Of Kingdom Living	\$97,721	\$78,564	2024
Chinareach	KS	\$407,005	Director/exec Dir	\$68,564	\$68,965	2024
Wesley Chapel Mission Center	OH	\$406,597	Executive Director	\$70,568	\$69,588	2024
Global City Missions Initiative Incorporated	FL	\$405,714	Executive Director	\$86,784	\$75,905	2024
Damascus Road Collaborative Inc	TX	\$405,634	Executive Director Coach	\$49,500	\$46,101	2024
Missions Network International	WA	\$404,938	President	\$33,500	\$28,750	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Earth & Soul	CO	\$424,313	President	\$95,000	\$84,812	2024
West Texas Gospel Ministries To Children Inc	TX	\$403,987	General Director	\$84,448	\$78,649	2024
Christian African Leadership Ministries	AL	\$403,857	President	\$80,008	\$80,476	2024
Mobilize The Church	TX	\$424,863	Ceo	\$124,241	\$115,711	2024
Seek Partners International Inc	TX	\$425,019	President/ceo	\$69,000	\$66,160	2023
Angel Wings Out Reach Center Inc	MS	\$401,820	Executive Director	\$62,096	\$64,390	2024
Lampstand Ministries Inc	IL	\$427,556	Executive Di	\$148,786	\$140,211	2023
David Akin Ministry Inc	GA	\$428,487	President	\$83,361	\$80,344	2023
Tennessee Fair Housing Council	TN	\$428,571	Ex Officio	\$74,886	\$73,288	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to SC cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	260 organizations. Compensation range \$481–\$270,212; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$414,310); for reference, expenses \$514,995 and assets \$161,093.
ROLE MATCH	Mark Baumgartner, reported title " <i>Executive director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	88 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	85 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Mark Baumgartner) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 260 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,708 is reasonable (approximately the 88th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.